

INTERNATIONAL CITY MANAGERS' ASSOCIATION 1313 EAST 60TH STREET - CHICAGO 37, ILLINOIS

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PAY RATES FOR SELECTED CITY JOBS IN JULY, 1948

What changes were made during the first half of 1948 in salaries and wages and in the work week for city employees in the 100 cities listed in MIS Report No. 51 issued in April, 1948.

Early in October, 1948, the International City Managers' Association sent a follow-up inquiry to the officials of the cities under 100,000 who had reported data on pay rates for 20 positions last January. These officials were asked to report changes made during the first six months of 1948, including changes effective on July 1, 1948. At the same time the Civil Service Assembly sent out a similar follow-up inquiry to the cities over 100,000. Returns were received from all but three of the 100 cities listed in MIS Report No. 51 issued in April, 1948, and the information is summarized below. For the cities reporting pay changes the old and new pay rates are tabulated.

Pay Changes. The reporting cities apparently were more inclined to raise wages in 1948 than they were in 1947. Sixty-one per cent of the 97 reporting cities raised pay during the first half of 1948, as compared with only 47 per cent of 93 reporting cities raising pay during the first half of 1947. But the pay trends indicated in MIS Report No. 51 for the second half of 1947 continued on into the first half of 1948. At that time, more cities raised the wages of firemen, policemen, and certain labor groups than raised the salaries of junior professional employees and certain skilled office workers. But in 1948 the discrepancy between the top and bottom group was narrowed somewhat - more cities, relatively, were raising the office workers' pay.

Population Group	Total Cities Reporting	Extent of Pay Changes in 97 Cities		
		Increased All Pay Rates	Increased Some Pay Rates	Same Pay as in January
Over 500,000	6	2	2	2
250,000 to 500,000 . . .	12	3	6	3
100,000 to 250,000 . . .	12	5	4	3
50,000 to 100,000 . . .	19	5	2	12
25,000 to 50,000 . . .	16	6	4	6
10,000 to 25,000 . . .	23	8	6	9
5,000 to 10,000 . . .	9	1	5	3
	97	30	29	38

Among the 30 cities which increased all pay rates are ten cities over 100,000: Sacramento, San Diego, and San Francisco, Calif.; Bridgeport and Hartford, Conn.; Atlanta, Ga.; Cambridge, Mass.; Detroit and Flint, Mich.; and Seattle, Wash. Eleven cities of 25,000 to 100,000 increased all pay rates: Berkeley, Calif.; Covington, Ky.; University City, Mo.; Teaneck, N. J.; Watertown, N.Y.; Durham, N.C.; Fargo, N. D.; Sioux Falls, S. D.; Wheeling, W. Va.; Beloit and Madison, Wis. The nine cities of 5,000 to 25,000 which raised all pay rates are: Boulder, Colo.; Winnetka, Ill.; Auburn, Me.; Marquette, Mich.; Traverse City, Mich.; Mamaronneck, N. Y.; Cushing, Okla.; Eugene, Ore.; and La Tuque, Que.

(Over)

Method Used in Raising Pay. Officials of cities under 100,000 were asked to indicate whether the pay increases during the first half of 1948 applied to all employees including department heads and the method used to make the increases. A few cities over 100,000 supplied similar information to the Civil Service Assembly.

1. Flat Amount Per Month for Regular Employees and Also for Hourly Rate Workers. Eugene, Ore., \$15; Beloit, Wis., \$15 and 7 cents to hourly employees; Bend, Ore., \$25; Bridgeport, Conn., \$20; Cambridge, Mass., at least \$16.66; Covington, Ky., \$31; Cushing, Okla., \$25; Detroit, Mich., \$17.33 and 10 cents to hourly employees; Hartford, Conn., \$5 per week; Madison, Wis., \$5.50 to \$8.80; Marquette, Mich., \$10; Seattle, Wash., \$10; Traverse City, Mich., \$5-\$10-\$15-\$20; Wheeling, W. Va., \$40 and 10 cents to hourly employees; and Winnetka, Ill., \$15. La Tuque, Quebec, raised all employees 10 cents per hour. Mamaroneck, N. Y., applied a graduated salary adjustment to all wages, ranging from \$16.66 to \$20.83 per month. Marquette, Wheeling, and Winnetka previously raised salaries by flat amounts during the second half of 1947 (MIS Report No. 51, p. 172).

2. Percentage Increases. Three cities, Auburn, Me.; Berkeley, Calif.; and Durham, N. C., raised salaries and wages by 5 per cent. Flint, Mich., expects a 6 per cent increase to be retroactive to July 1, 1948.

3. New Compensation Plans. Four cities raised the pay of some or all of their employees when new position classification and pay plans became effective: Boulder, Colo.; Fargo, N. D.; University City, Mo., \$15 per month on February 1 and \$5 to \$10 a month on July 1 for most employees; Watertown, N. Y., a \$200 cost-of-living adjustment on July 1.

Changes in the Work Week. Eight cities reduced the length of the work week during the first six months of 1948: Ft. Lauderdale, Fla., a five-day work week without loss in working time; Berkeley, Calif., cut policemen from 44 to 40 hours, Sewickley, Pa., policemen from 54 to 48; Boulder, Colo., policemen from 63 to 60, laborers 48 to 44, and office employees 40 to 38; and Phoenix, Ariz., reduced the work week for firemen; and Cushing, Okla., and University City, Mo., for office workers.

Changes in Vacation Leave. Six cities increased the yearly vacation leave: Cedartown, Ga., started a six-day vacation for laborers, while Boulder, Colo., raised the laborers' vacation from 6 to 15 days. Verdun, Que., clerical employees receive 21 days leave after 15 years of service and public works employees 14 days after three years of service; previously the annual leave was 14 days and 7 days respectively, regardless of length of service. Pasadena, Calif., adopted a similar plan of 15 days vacation after 15 years of service for all employees. University City, Mo., grants laborers one day vacation for every month worked. Similarly Durham, N. C., allows hourly employees 100 vacation hours with pay if they worked 2,000 hours during the prior year.

Pay Changes Reported by Individual Cities. Only the cities reporting changes in pay rates during the first half of 1948 up to and including July 1 are listed below, the first column showing the beginning and top salary in January, 1948, and the second column the beginning and top salary as of July 1, 1948. The pay rates are on a monthly basis except where the letter "w" follows the pay rate, which indicates weekly pay, "h" hourly rate, and "d" daily rate. For a brief description of each of the 20 jobs listed below see MIS Report No. 51 for April, 1948, which also gives the populations of the 97 cities and amount of annual paid vacation.

CHANGES IN PAY RATES
DURING THE FIRST HALF OF 1948

For an explanation and summary of the rates reported below see pages 241 and 242 of this report.

JUNIOR CLERK

	Salary Range			Salary Range	
	January 1948	July 1948		January 1948	July 1948
Atlanta, Ga.	\$ 133-172	\$ 140-182	Eugene, Ore.	\$ 175-200	\$ 190-215
Beloit, Wis.	130-155	145-170	Flint, Mich.	129-150	137-159
Berkeley, Calif.	136-157	150-170	Hartford, Conn.	30w-35w	35w-41w
Bridgeport, Conn.	115-137	135-157	Johnson City, Tenn.	100-125	105-130
Buffalo, N.Y.	117-133	146-163	Madison, Wis.	154-179	152-182
Cambridge, Mass.	108-142	117-158	Oklahoma City, Okla.	140-150	150-160
Cedartown, Ga.	...-175	150-175	San Diego, Calif.	135-164	142-181
Charlotte, N.C.	110-126	125-142	San Francisco, Calif.	140-175	160-190
Columbus, Ohio	129-140	154-165	Seattle, Wash.	165-185	175-195
Covington, Ky.	155-165	196-196	University City, Mo.	135-135	140-160
Dallas, Tex.	100-155	125-165	Wheeling, W. Va.	...-147	115-167
Detroit, Mich.	163-185	180-202	Winnetka, Ill.	145-175	165-190
Durham, N.C.	120-150	126-158			

JUNIOR TYPIST-CLERK

Atlanta, Ga.	\$ 139-172	\$ 147-182	Durham, N. C.	\$ 120-165	\$ 126-173
Beloit, Wis.	135-170	150-185	Flint, Mich.	129-150	137-159
Berkeley, Calif.	...-...	163-183	Hartford, Conn.	30w-35w	35w-41w
Brattleboro, Vt.	33w-38w	38w-38w	Johnson City, Tenn.	115-135	115-140
Bridgeport, Conn.	115-137	135-157	Madison, Wis.	154-179	152-182
Buffalo, N.Y.	117-133	146-163	Oklahoma City, Okla.	140-150	150-160
Cambridge, Mass.	113-146	121-163	Painesville, Ohio	...-151	...-162
Cedartown, Ga.	...-125	100-125	Rock Hill, S. C.	155-168	155-173
Charlotte, N.C.	126-165	142-180	Sacramento, Calif.	160-192	180-216
Colorado Sprgs, Colo.	130-160	125-175	San Diego, Calif.	143-172	149-190
Columbus, Ga.	125-160	125-200	Seattle, Wash.	165-185	175-195
Columbus, Ohio	129-140	154-165	Traverse City, Mich.	125-140	125-150
Covington, Ky.	155-165	196-196	University City, Mo.	135-135	140-160
Cushing, Okla.	75-100	...-150	Watertown, N.Y.	118-...	137-157
Detroit, Mich.	163-185	180-202	Wheeling, W. Va.	...-147	115-167

JUNIOR ACCOUNTANT

Bend, Ore.	\$ 200-220	\$ 210-235	Hartford, Conn.	\$ 50w-59w	\$ 55w-64w
Bridgeport, Conn.	184-248	204-268	Oklahoma City, Okla.	195-225	205-230
Cambridge, Mass.	133-167	142-183	Sacramento, Calif.	230-276	253-303
Charlotte, N.C.	250-300	265-315	San Diego, Calif.	244-296	269-327
Columbus, Ga.	250-330	250-350	San Francisco, Calif.	260-315	280-340
Cushing, Okla.	130-170	...-210	Seattle, Wash.	240-260	250-270
Detroit, Mich.	302-360	319-377	Wheeling, W. Va.	...-183	...-203
Flint, Mich.	283-314	300-333			

(Over)

TELEPHONE OPERATOR

	Salary Range			Salary Range	
	January 1948	July 1948		January 1948	July 1948
Atlanta, Ga.	\$ 119-152	\$ 126-161	Flint, Mich.	\$ 133-165	\$ 141-175
Beloit, Wis.	130-155	145-170	Hartford, Conn.	30w-36w	35w-41w
Berkeley, Calif.	173-210	193-233	High Point, N. C.	115-140	115-145
Bridgeport, Conn.	126-147	146-167	Madison, Wis.	154-199	159-189
Buffalo, N.Y.	183-200	196-213	Oklahoma City, Okla.	140-140	150-160
Cambridge, Mass.	117-175	150-192	Sacramento, Calif.	170-204	190-228
Charlotte, N. C.	...-...	170-185	San Diego, Calif.	164-190	164-210
Colorado Sprgs. Colo.	130-160	125-175	San Francisco, Calif.	185-230	200-250
Columbus, Ohio	169-177	194-202	Seattle, Wash.	180-200	190-210
Covington, Ky.	160-175	206-206	Shawinigan Falls, Que.	...-26w	...-31w
Cushing, Okla.	100-135	...-175	University City, Mo.	125-125	140-160
Detroit, Mich.	205-217	222-234			

JUNIOR STENOGRAPHER-CLERK

Atlanta, Ga.	\$ 159-199	\$ 168-210	Eugene, Ore.	\$ 160-175	\$ 175-190
Auburn, Me.	...-34w	...-36w	Fargo, N. D.	140-165	145-174
Beloit, Wis.	130-170	145-185	Flint, Mich.	129-150	137-159
Bend, Ore.	165-185	185-210	Hartford, Conn.	30w-35w	35w-41w
Berkeley, Calif.	150-173	173-193	Johnson City, Tenn.	115-145	120-150
Bridgeport, Conn.	115-137	135-157	Madison, Wis.	154-199	159-189
Buffalo, N.Y.	117-133	146-163	Oklahoma City, Okla.	145-165	160-175
Cambridge, Mass.	117-150	125-167	Sacramento, Calif.	180-216	200-240
Charlotte, N. C.	165-200	180-215	San Diego, Calif.	149-181	156-200
Colo. Sprgs., Colo.	130-160	125-175	Shawinigan Falls, Que.	21w-28w	21w-31w
Columbus, Ga.	150-184	150-200	Traverse City, Mich.	125-140	125-150
Columbus, Ohio	129-140	154-165	University City, Mo.	135-135	145-165
Covington, Ky.	165-175	206-206	Watertown, N.Y.	132-...	137-157
Cushing, Okla.	100-130	...-175	Wheeling, W. Va.	...-147	115-167
Durham, N. C.	120-165	126-173			

BOOKKEEPING MACHINE OPERATOR

Auburn, Me.	\$...-34w	\$...-36w	Fargo, N. D.	\$...-...	\$ 168-202
Beloit, Wis.	145-200	160-215	Flint, Mich.	180-204	191-216
Berkeley, Calif.	181-210	203-233	Hartford, Conn.	38w-44w	43w-49w
Boulder, Colo.	...-...	140-154	Madison, Wis.	204-229	207-252
Bridgeport, Conn.	142-185	162-205	Oklahoma City, Okla.	150-165	165-175
Buffalo, N.Y.	217-233	221-238	Pittsburg, Calif.	165-180	180-180
Cambridge, Mass.	138-171	150-192	Sacramento, Calif.	185-222	205-246
Charlotte, N. C.	209-220	224-245	San Diego, Calif.	190-232	190-256
Columbus, Ga.	140-186	140-200	San Francisco, Calif.	185-230	200-250
Columbus, Ohio	183-190	208-215	Seattle, Wash.	200-215	210-225
Covington, Ky.	165-175	206-206	University City, Mo.	135-135	140-160
Cushing, Okla.	100-130	150-175	Watertown, N.Y.	158-...	162-192
Detroit, Mich.	211-222	228-239	Wheeling, W. Va.	...-162	115-182
Durham, N. C.	120-176	126-185	Winnetka, Ill.	160-220	175-235

BOOKKEEPER

	Salary Range			Salary Range	
	January	July		January	July
	1948	1948		1948	1948
Auburn, Me.	\$...-39w	\$...-44w	Eugene, Ore.	\$ 200-225	\$ 215-240
Beloit, Wis.	145-200	160-215	Flint, Mich.	197-222	209-235
Boulder, Colo.	...-185	178-196	Johnson City, Tenn.	230-275	230-285
Brattleboro, Vt.	33w-48w	53w-53w	La Tuque, Que.	131-263	41w-46w
Bridgeport, Conn.	142-185	162-205	Madison, Wis.	204-229	218-273
Cambridge, Mass.	133-167	142-183	Oklahoma City, Okla.	175-200	185-220
Columbus, Ohio	196-207	221-232	Rock Hill, S. C.	135-165	155-173
Covington, Ky.	165-175	206-206	Sacramento, Cal.	210-252	231-277
Cushing, Okla.	100-130	175-240	San Diego, Cal.	210-256	221-282
Detroit, Mich.	227-262	244-279	San Francisco, Cal.	210-260	230-280
Durham, N. C.	150-193	150-210	Seattle, Wash.	220-230	230-240

JUNIOR LIBRARIAN

Atlanta, Ga.	\$ 159-179	\$ 168-189	Madison, Wis.	\$ 199-212	\$ 218-263
Beloit, Wis.	140-165	155-180	Oklahoma City, Okla.	175-175	185-200
Berkeley, Calif.	190-230	211-243	Rockland, Me.	20w-22w	22w-24w
Brattleboro, Vt.	110-133	117-153	St. Paul, Minn.	183-213	197-227
Bridgeport, Conn.	163-195	183-215	Sacramento, Calif.	200-240	220-264
Buffalo, N.Y.	183-200	196-213	San Diego, Calif.	210-244	221-269
Cambridge, Mass.	125-146	158-179	Seattle, Wash.	210-240	220-250
Colorado Sprgs. Colo.	155-195	175-245	Verdun, Que.	20w-35w	20w-39w
Cushing, Okla.	60-80	80-100	Watertown, N.Y.	183-...	192-222
Detroit, Mich.	224-246	241-263			

JUNIOR CIVIL ENGINEER

Bend, Ore.	\$ 275-330	\$ 300-355	Madison, Wis.	\$ 254-304	284-344
Berkeley, Calif.	285-345	300-370	Mamaroneck, N.Y.	221-271	240-290
Boulder, Colo.	...-187	187-206	Oklahoma City, Okla.	250-300	310-375
Cambridge, Mass.	179-221	217-250	Rock Hill, S. C.	...-...	...-300
Carlisle, Pa.	.85h-...	.95h-...	Sacramento, Calif.	280-336	308-369
Charlotte, N. C.	345-345	360-360	San Diego, Calif.	282-327	296-360
Colorado Sprgs, Colo.	235-310	250-350	San Francisco, Calif.	300-350	320-380
Cushing, Okla.	200-275	225-275	Seattle, Wash.	275-290	285-300
Eugene, Ore.	170-190	185-200	Shawinigan Falls, Que.	250-275	265-275
Flint, Mich.	248-276	263-292	Traverse City, Mich.	250-295	265-315
Hartford, Conn.	51w-60w	56w-65w	University City, Mo.	200-200	200-220
Jacksonville, Fla.	245-...	245-290	Watertown, N.Y.	210-...	209-231
Johnson City, Tenn.	...-275	250-275	Wheeling, W. Va.	...-227	...-247

JUNIOR DRAFTSMAN

	Salary Range			Salary Range	
	January	July		January	July
	1948	1948		1948	1948
Beloit, Wis.	\$ 170-195	\$ 185-210	Madison, Wis.	\$ 214-239	\$ 207-252
Berkeley, Calif.	205-250	273-333	Marquette, Mich.	150-198	150-208
Boulder, Colo.	...-165	154-170	Oklahoma City, Okla.	225-225	235-260
Buffalo, N.Y.	217-233	221-238	Portland, Ore.	240-280	255-280
Cedartown, Ga.	...-160	150-200	St. Paul, Minn.	211-244	217-252
Covington, Ky.	155-175	206-206	Sacramento, Calif.	225-270	247-297
Dallas, Tex.	175-240	175-250	San Diego, Calif.	210-256	232-282
Detroit, Mich.	244-282	261-299	San Francisco, Calif.	220-265	240-300
Durham, N. C.	125-200	175-210	Seattle, Wash.	245-260	255-270
Flint, Mich.	180-204	191-216	Shawinigan Falls, Que.	33w-45w	39w-45w
Hartford, Conn.	42w-48w	47w-53w	Watertown, N.Y.	...-....	173-202
Jacksonville, Fla.	165-...	150-190			

LABORER

Ames, Iowa	\$.80h-.90h	\$1.00h-1.15h	Flint, Mich.	\$.94h-1.10h	\$ 1.00h-1.16h
Atlanta, Ga.	129-144	32w-35w	Hartford, Conn.	.89h-.95h	1.01h-1.07h
Auburn, Me.	.68h-.83h	.78h-.89h	High Point, N.C.	.62½h-.72½h	.72½h-.77½h
Beloit, Wis.	.90h-1.00h	.97h-1.07h	Johnson City, Tenn.	.55h-.70h	.60h-80h
Bend, Ore.	1.24h-1.32h	1.36½h-1.44½h	Laramie, Wyo.	.90h-1.15h	1.00h-1.20h
Berkeley, Cal.	190-210	215-235	La Tuque, Que.	.63h-.74h	.80h-.85h
Boulder, Colo.	...-154	...-170	Madison, Wis.	179-204	194-234
Brattleboro, Vt.	.80h-.85h	.85h-.85h	Mamaroneck, N.Y.	163-202	184-223
Buffalo, N.Y.	167-167	188-188	Marquette, Mich.	.87h-.96h	.87h-1.01h
Cambridge, Mass.	36w-42w	38w-46w	Portland, Oregon	215-230	220-230
Charlotte, N.C.	120-145	119-134	Sacramento, Cal.	180-200	200-220
Chico, Cal.	.85h-1.05h	.90h-.95h	San Diego, Cal.	164-190	172-210
Colo. Spgs, Colo.	.72½h-.92½h	.85h-.98h	San Francisco, Cal.	1.40h-1.40h	12.20d-12.20d
Columbus, Ohio	.81h-.81h	.94h-.94h	Seattle, Wash.	190-200	200-210
Covington, Ky.	145-155	186-186	Sewickley, Pa.	.95½h-1.02h	1.00h-1.08h
Cushing, Okla.	.60h-.80h	.70h-1.00h	Shawinigan Falls, Que.	.63h-.68h	.68h-.73h
Dallas, Tex.	.85h-...	.85h-220	Traverse City, Mich.	...-.75h	...-170
Detroit, Mich.	1.23h-1.28h	1.33h-1.38h	University City, Mo.	.85h-.85h	160-180
Durham, N. C.	.65h-.83h	.68h-.87h	Verdun, Que.	.60h-.65h	.65h-.68h
Eugene, Ore.	160-185	175-200	Watertown, N.Y.	.90h-.95h	1.00h-1.05h
Fargo, N. D.	161-...	.84h-1.01h	Winnetka, Ill.	205-230	220-245

LABOR FOREMAN

	Salary Range			Salary Range	
	January 1948	July 1948		January 1948	July 1948
Ames, Iowa	\$.95h-1.10h	\$1.10h-1.15h	Eugene, Ore.	\$ 275-300	290-315
Atlanta, Ga.	169-178	40w-47w	Laramie, Wyo.	205-230	210-270
Auburn, Me.	...-74w	...-78w	LaTuque, Que.	.79h-.94 $\frac{1}{2}$ h	.90h-.95h
Beloit, Wis.	210-235	225-250	Mamaroneck, N.Y.	205-255	226-274
Bend, Ore.	1.34h-1.60h	1.50 $\frac{1}{2}$ h-1.68 $\frac{1}{2}$ h	Marquette, Mich.	.92h-1.01h	.92h-1.06h
Berkeley, Cal.	250-290	273-318	Oklahoma City, Okla.	180-210	180-225
Bridgeport, Conn.	184-232	204-252	Rockland, Me.	.75h-.80h	.80h-.90h
Buffalo, N.Y.	200-200	213-213	Sacramento, Cal.	215-253	236-283
Cambridge, Mass.	200-242	217-258	San Diego, Cal.	221-232	244-256
Carlisle, Pa.	.75h-...	.85h-...	San Francisco, Cal.	1.59h-1.59h	13.70d-13.70d
Charlotte, N. C.	200-212	215-225	Shawinigan Falls, Que.	.78h-.78h	.90h-.90h
Colo. Spgs. Colo.	175-210	200-280	Traverse City, Mich.	200-225	220-255
Columbus, Ga.	.93h-...	.93h-1.02 $\frac{1}{2}$ h	University City, Mo.	190-190	195-215
Columbus, Ohio	201-218	226-243	Verdun, Quebec	30w-44w	31w-44w
Covington, Ky.	145-175	206-206	Watertown, N.Y.	47w-...	48w-52w
Detroit, Mich.	1.45 $\frac{1}{2}$ h-1.50 $\frac{1}{2}$ h	1.60 $\frac{1}{2}$ h-1.65 $\frac{1}{2}$ h	Wheeling, W. Va.	...-1.08h	...-1.18h
Durham, N. C.	150-234	150-246	Winnetka, Ill.	235-315	250-330

TRUCK DRIVER

Alexandria, La.	\$.60h-.75h	\$.66h-.83h	Hartford, Conn.	\$.96h-1.02h	\$1.08h-1.14h
Auburn, Me.	...-.83h	...-.91h	Jacksonville, Fla.	222-...	228-...
Beloit, Wis.	1.00h-1.05h	1.07h-1.12h	Laramie, Wyo.	190-205	205-230
Bend, Ore.	1.24h-1.38h	1.36 $\frac{1}{2}$ h-1.50 $\frac{1}{2}$ h	La Tuque, Que.	.68h-.79h	.85h-.90h
Berkeley, Cal.	210-250	235-278	Madison, Wis.	189-219	200-240
Brattleboro, Vt.	.85h-.90h	.90h-.90h	Marquette, Mich.	.92h-1.01h	.92h-1.06h
Bridgeport, Conn.	.85h-.95h	.95h-1.05h	Oklahoma City, Okla.	165-165	175-175
Buffalo, N.Y.	200-200	213-213	Portland, Ore.	225-245	235-245
Cambridge, Mass.	42w-48w	44w-52w	Sacramento, Cal.	215-...	236-...
Carlisle, Pa.	.75h-...	.85h-...	San Diego, Cal.	181-210	190-232
Charlotte, N. C.	154-169	179-179	San Francisco, Cal.	1.42 $\frac{1}{2}$ h-1.42 $\frac{1}{2}$ h	12.46d-12.46d
Chico, Cal.	.90h-.95h	1.00h-1.10h	Seattle, Wash.	250-250	260-260
Colo. Spgs. Colo.	.80h-92 $\frac{1}{2}$ h	.87 $\frac{1}{2}$ h-1.12h	Sewickley, Pa.	.97h-1.08h	1.08h-1.08h
Columbus, Ga.	.75h-.87h	.75h-1.02 $\frac{1}{2}$ h	Shawinigan Falls, Que.	.68h-.73h	.78h-.78h
Covington, Ky.	155-165	196-196	Traverse City, Mich.	160-180	175-195
Cushing, Okla.	130-160	...-185	University City, Mo.	170-170	180-200
Durham, N. C.	.80h-.94h	.84h-.99h	Watertown, N.Y.	1.00h-...	1.10h-1.15h
Eugene, Ore.	200-225	215-240	Wheeling, W. Va.	...-.98h	...-1.08h
Flint, Mich.	174-198	1.04h-1.16h	Winnetka, Ill.	205-230	220-245

(Over)

HEAVY EQUIPMENT OPERATOR

Salary Range			Salary Range		
	January 1948	July 1948		January 1948	July 1948
Atlanta, Ga.	\$ 201-229	\$ 49w-56w	Fargo, N.D.	\$ 187-208	\$1.01h-1.21h
Auburn, Me.	...-.98h	...-1.03h	Flint, Mich.	228-256	242-271
Beloit, Wis.	1.00h-1.15h	1.07h-1.32h	Hartford, Conn.	1.02h-1.08h	1.14h-1.20h
Bend, Ore.	1.42h-1.64h	1.54 ¹ / ₂ h-1.76 ¹ / ₂ h	Jacksonville, Fla.	195-205	195-210
Berkeley, Cal.	229-260	248-288	Johnson City, Tenn.	...-215	...-220
Boulder, Colo.	...-196	200-238	La Tuque, Que.	.68h-.79h	.92h-.97h
Bridgeport, Conn.	1.05h-1.15h	1.15h-1.25h	Madison, Wis.	204-229	207-252
Buffalo, N.Y.	217-217	221-221	Mamaroneck, N.Y.	163-225	184-244
Cambridge, Mass.	42w-48w	44w-52w	Marquette, Mich.	1.07 ¹ / ₂ h-1.17h	1.07 ¹ / ₂ h-1.24h
Carlisle, Pa.	.80h-...	.90h-...	Pontiac, Mich.	1.25h-1.35h	1.30h-1.35h
Charlotte, N.C.	176-230	200-265	Rockland, Me.	.75h-.80h	.80h-.85h
Chico, Cal.	...-1.05h	...-1.15h	San Diego, Cal.	210-244	221-269
Colo. Spgs, Colo.	.80h-.92 ¹ / ₂ h	.90h-1.26h	Seattle, Wash.	255-280	265-290
Columbus, Ohio	.99h-1.03h	1.12h-1.15h	Shawinigan Falls, Que.	.95h-1.00h	1.05h-1.05h
Covington, Ky.	175-190	221-221	Traverse City, Mich.	185-190	200-210
Cushing, Okla.	150-185	...-210	Watertown, N.Y.	1.25h-...	1.30h-1.40h
Durham, N.C.	.85h-.99h	.90h-1.04h	Wheeling, W. Va.	...-1.23h	...-1.33h
Eugene, Ore.	200-245	215-260	Winnetka, Ill.	230-245	245-270

AUTOMOBILE MECHANIC

Atlanta, Ga.	\$ 212-239	\$ 224-252	Jacksonville, Fla.	\$ 250-...	\$ 235-...
Auburn, Me.	...-.98h	...-1.03h	Laramie, Wyo.	180-220	190-230
Beloit, Wis.	1.30h-1.50h	1.37h-1.57h	La Tuque, Que.	.79h-.89h	.90h-.95h
Berkeley, Cal.	245-285	270-315	Madison, Wis.	209-234	218-263
Boulder, Colo.	...-196	196-216	Mamaroneck, N.Y.	208-258	229-277
Brattleboro, Vt.	1.05h-1.15h	1.15h-1.15h	Marquette, Mich.	...-1.24h	...-1.29h
Bridgeport, Con.	1.05h-1.10h	1.15h-1.20h	Oklahoma City, Okla.	200-200	210-210
Buffalo, N.Y.	233-233	238-238	Rockland, Me.	.75h-.80h	.80h-.90h
Cambridge, Mass.	44w-50w	46w-54w	Sacramento, Cal.	1.72 ¹ / ₂ h-...	1.80h-...
Charlotte, N.C.	190-209	205-245	San Diego, Cal.	244-269	256-296
Colo. Spgs, Colo.	185-220	193-245	San Francisco, Cal.	1.80h-1.80h	80w-80w
Columbus, Ga.	.99h-1.11h	.99h-1.21h	Seattle, Wash.	290-290	300-300
Columbus, Ohio	196-207	221-232	Sowickley, Pa.	.97h-1.08h	1.08h-1.08h
Covington, Ky.	175-200	231-231	Shawinigan Falls, Que.	.80h-1.00h	.85h-1.00h
Cushing, Okla.	...-185	...-210	Traverse City, Mich.	170-190	190-210
Durham, N.C.	.85h-1.10h	.90h-1.16h	Verdun, Que.	.80h-.85h	.80h-.95h
Eugene, Ore.	225-250	240-265	Watertown, N.Y.	47w-...	49w-52w
Fargo, N.D.	265-275	1.09h-1.31h	Wheeling, W. Va.	...-212	...-232
Flint, Mich.	247-275	261-292	Winnetka, Ill.	250-295	265-310
Hartford, Conn.	46w-51w	51w-56w			

POLICEMEN

	Salary Range			Salary Range	
	January 1948	July 1948		January 1948	July 1948
Ames, Iowa	\$ 175-215	\$ 200-237	Johnson City, Tenn.	\$ 130-150	\$ 130-170
Atlanta, Ga.	192-232	203-245	Laramie, Wyo.	180-230	180-240
Auburn, Me.	41w-45w	43w-47w	Ia Tuque, Que.	32w-39w	43w-45w
Bend, Ore.	235-270	260-295	Madison, Wis.	219-244	226-251
Berkeley, Cal.	265-290	283-310	Mamaroneck, N.Y.	221-271	240-290
Boulder, Colo.	155-178	178-196	Marquette, Mich.	175-218	175-228
Cambridge, Mass.	200-250	219-267	Okla. City, Okla.	185-205	200-220
Cedartown, Ga.	...-165	133-165	Rock Hill, S.C.	185-205	195-205
Charlotte, N.C.	200-228	198-239	Rockland, Me.	37w-39w	39w-43w
Chico, Cal.	205-230	215-240	Sacramento, Cal.	220-265	242-291
Columbus, Ohio	207-223	232-248	San Diego, Cal.	210-282	232-311
Covington, Ky.	175-200	231-231	San Francisco, Cal.	260-290	285-315
Cushing, Okla.	150-170	160-195	Seattle, Wash.	240-260	250-270
Detroit, Mich.	249-308	266-325	Traverse City, Mich.	175-195	190-210
Durham, N.C.	165-223	165-234	University City, Mo.	150-195	150-250
Eugene, Ore.	205-235	220-250	Verdun, Que.	29w-42w	33w-48w
Fargo, N. D.	170-210	195-234	Watertown, N.Y.	198-223	214-239
Flint, Mich.	228-257	241-272	Wheeling, W. Va.	165-212	185-232
Hartford, Conn.	51w-54w	56w-59w	Winnetka, Ill.	230-280	245-295
High Point, N.C.	165-190	190-220			

FIREMEN

Ames, Iowa	\$ 175-215	\$ 200-237	Flint, Mich.	\$ 228-257	\$ 244-272
Atlanta, Ga.	192-232	203-245	High Point, N.C.	170-195	190-220
Auburn, Me.	41w-45w	45w-47w	Laramie, Wyo.	180-230	180-240
Beloit, Wis.	210-245	225-260	Johnson City, Tenn.	130-148	130-170
Bend, Ore.	235-270	260-295	Madison, Wis.	219-244	226-251
Berkeley, Cal.	265-290	283-310	Marquette, Mich.	165-208	165-218
Boulder, Colo.	155-178	178-196	Okla. City, Okla.	185-205	200-220
Bridgeport, Conn.	179-243	199-263	Rock Hill, S. C.	185-205	195-215
Cambridge, Mass.	200-250	219-267	Rockland, Me.	37w-39w	39w-43w
Cedartown, Ga.	130-165	133-165	Sacramento, Cal.	220-265	242-291
Charlotte, N.C.	200-228	198-239	San Diego, Cal.	210-282	232-311
Chico, Cal.	205-230	215-240	San Francisco, Cal.	260-290	285-315
Columbus, Ohio	207-223	232-248	Seattle, Wash.	240-260	250-270
Covington, Ky.	206-231	231-231	Traverse City, Mich.	175-195	190-210
Cushing, Okla.	...-160	...-185	University City, Mo.	150-195	150-250
Detroit, Mich.	249-308	266-325	Verdun, Que.	31w-44w	35w-48w
Durham, N. C.	165-217	165-229	Watertown, N.Y.	193-218	214-239
Eugene, Ore.	205-235	220-250	Wheeling, W. Va.	165-212	185-232
Fargo, N. D.	190-216	195-234	Winnetka, Ill.	230-275	245-290

(Over)

BUILDING INSPECTOR

	Salary Range			Salary Range	
	January 1948	July 1948		January 1948	July 1948
Atlanta, Ga.	\$ 239-265	\$ 252-280	Madison, Wis.	\$ 239-304	\$ 284-344
Beloit, Wis.	245-285	260-300	Milwaukee, Wis.	293-308	308-308
Berkeley, Cal.	275-335	299-362	New Orleans, La.	150-200	200-275
Cambridge, Mass.	233-267	233-283	Okla. City, Okla.	215-220	215-235
Colo. Spgs, Colo.	195-225	200-280	Pittsburg, Cal.	300-325	325-325
Columbus, Ohio	245-267	270-292	Sacramento, Cal.	255-306	280-336
Covington, Ky.	185-220	251-251	San Diego, Cal.	282-327	296-360
Detroit, Mich.	297-336	321-360	San Francisco, Cal.	320-385	390-470
Durham, N. C.	250-400	250-438	Seattle, Wash.	285-300	295-310
Eugene, Ore.	250-300	265-315	Shaw'gan Falls, Que.	185-225	195-225
Flint, Mich.	231-258	245-273	Traverse City, Mich.	200-235	230-260
Hartford, Conn.	57w-63w	62w-68w	Univ. City, Mo.	200-200	200-220
Jacksonville, Fla.	255-...	300-308	Wheeling, W. Va.	...-333	...-353
Johnson City, Tenn.	150-175	150-180	Winnetka, Ill.	255-320	270-335

PLUMBING INSPECTOR

Ames, Iowa	\$...-240	\$...-275	Jacksonville, Fla.	\$ 255-...	\$ 300-...
Atlanta, Ga.	239-265	252-280	Laramie, Wyo.	...-205	...-215
Beloit, Wis.	245-285	260-300	Madison, Wis.	279-329	284-344
Bridgeport, Conn.	264-311	284-331	Miami, Fla.	333-419	383-479
Cambridge, Mass.	233-267	233-283	Milwaukee, Wis.	293-308	308-308
Colo. Spgs. Colo.	195-225	200-280	Okla. City, Okla.	225-225	250-250
Columbus, Ohio	245-267	270-292	Sacramento, Cal.	280-336	308-369
Covington, Ky.	185-220	251-251	San Diego, Cal.	282-327	296-360
Detroit, Mich.	317-344	334-361	San Francisco, Cal.	320-385	390-470
Durham, N. C.	200-275	200-258	Seattle, Wash.	280-300	290-310
Eugene, Ore.	235-250	250-265	Traverse City, Mich.	200-220	215-235
Flint, Mich.	231-258	245-273	Wheeling, W. Va.	...-265	...-285
Hartford, Conn.	57w-63w	62w-68w	Winnetka, Ill.	240-320	270-335

PLAYLEADER

Atlanta, Ga.	\$ 93-146	\$ 98-154	Jacksonville, Fla.	\$ 125-160	\$ 100-150
Berkeley, Cal.	200-230	225-257	Oklahoma City, Okla.	140-140	150-155
Boulder, Colo.	...-1.00h	1.00h-1.25h	Sacramento, Cal.	155-186	175-210
Bridgeport, Conn.	85-95	105-115	San Diego, Cal.	149-181	156-210
Buffalo, N. Y.	200-200	213-213	San Francisco, Cal.	210-260	240-290
Cambridge, Mass.	175-208	183-225	Seattle, Wash.	200-200	210-210
Colo. Spgs, Colo.	135-175	150-210	Verdun, Que.	40w-50w	40w-60w
Flint, Mich.	138-160	146-169	Watertown, N. Y.	25w-...	25w-28w
Hartford, Conn.	1.02h-1.10h	1.14h-1.22h	Wheeling, W. Va.	...-2.00d	...-2.50d